

# Georgia Department of Human Services Board Presentation

Presented by: Office of Human Resource  
Management and Development  
December 12, 2012



Georgia Department of Human Services

# DHS Vision, Mission and Core Values

## *Vision*

**Stronger Families for a Stronger Georgia.**

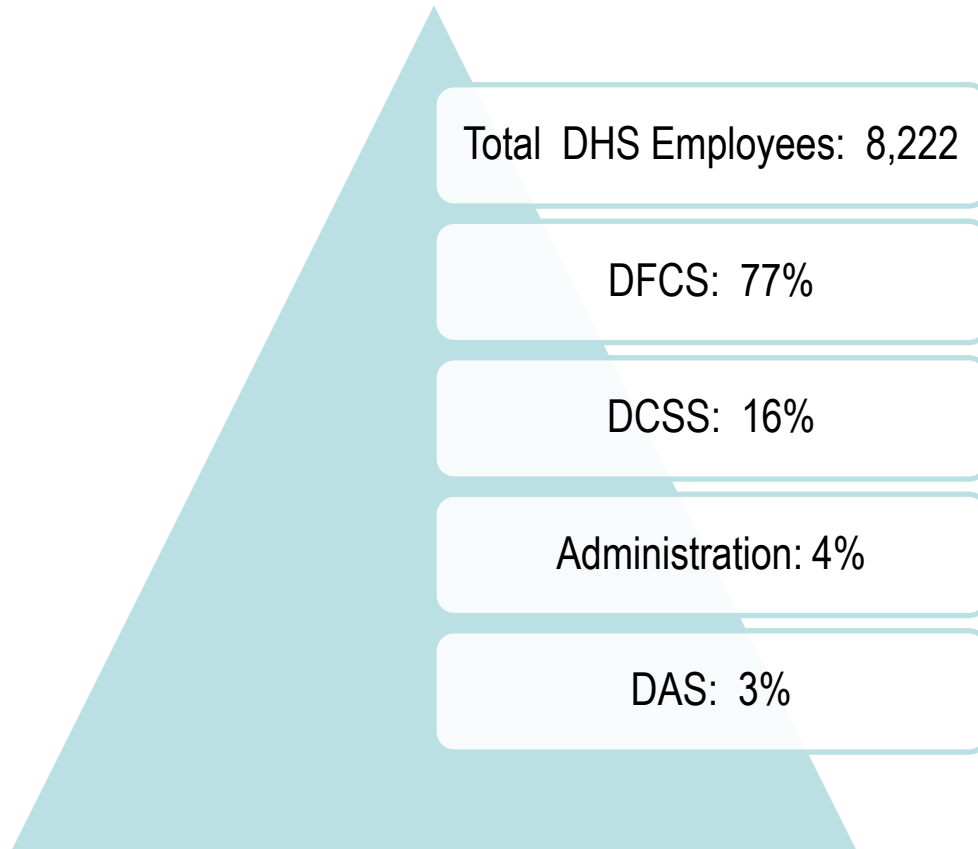
## *Mission*

**Strengthen Georgia by providing Individuals and Families access to services that promote self-sufficiency, independence, and protect Georgia's vulnerable children and adults.**

## *Core Values*

- **Provide access to resources that offer support and empower Georgians and their families.**
- **Deliver services professionally and treat all clients with dignity and respect. Manage business operations effectively and efficiently by aligning resources across the agency.**
- **Promote accountability, transparency and quality in all services we deliver and programs we administer.**
- **Develop our employees at all levels of the agency.**

# DHS Employee Demographic Data



# Age Group

46% of workforce less than 40

54% of workforce over 40

28% of workforce over 50

# Ethnic Group

African American	55%
Caucasian	41%
Hispanic	2%
Other	2%

# EMPLOYEE RELATIONS REPORT

## ER Action Summary Report by Region

Code	Description	Week ending 12/14/12			Totals By Action			
		West <i>Kaneisha</i>	East <i>Beverly</i>	DCSS/State <i>Latatia</i>	Week	YTD FY 2013	YTD FY 2012	YTD FY 2011
1	Involuntary Termination: Includes <i>all forms of dismissal except resignations.</i>	1	0	1	2	49	138	136
2	Disciplinary Actions: <i>Includes Disciplinary/Involuntary Demotions, Reprimands &amp; Warnings, Suspensions w/o Pay.</i>	0	1	1	2	72	190	193
3	Corrective Action: <i>Memo's of Concern; Leave Issues: includes FMLA, attendance plans and other leave-related issues; Misc. Complaints: includes Grievances, Correspondence, Constituent Complaints; Misc. Issues: includes minor complaints, coachings.</i>	4	1	0	5	119	402	425
4	Suspensions with Pay	0	1	0	1	3	0	5
Agency Total for Week Ending December 14, 2012		5	3	2	10			
Agency Total YTD from 7/1/12		118	92	58		243	730	759

# CURRENT EEOC CASES

DISABILITY 7

RACE 7

RELIGION 1

SEX 3

AGE 2

**TOTAL: 20 OPEN CASES**

# TURNOVER RATES

DHS Turnover			
FY	Filled	Turnover	Turnover Rate
FY10	9664	1457	15.08%
FY11	8942	1367	15.29%
FY12	8367	1399	16.72%
FY13*	8222	577	15.31%

\*Represents Annualized Turnover as of Mid-December

Retiree Turnover			
FY	# of Retirees	% Turnover Resulting from Retirement	% of Total Population that Retired
FY10	286	19.63%	2.96%
FY11	269	19.68%	3.01%
FY12	251	17.94%	3.00%
FY13*	119	20.62%	3.16%

\*Represents Annualized Turnover as of Mid-December

SSCM Series Turnover*			
FY	Filled	Turnover	Turnover Rate
FY10	2073	509	24.55%
FY11	2019	410	20.31%
FY12	1784	381	21.36%
FY13**	1606	148	22.12%

\*Filled and Turnover Figures Pulled from DFCS Turnover Reports  
\*\*Represents Annualized Turnover as of Mid-December

OFI CM Series Turnover*			
FY	Filled	Turnover	Turnover Rate
FY10	2364	290	12.27%
FY11	2090	273	13.06%
FY12	1902	268	14.09%
FY13**	1974	108	13.13%

\*Filled and Turnover Figures Pulled from DFCS Turnover Reports  
\*\*Represents Annualized Turnover as of Mid-December